

TRANSMITTAL SLIP		DATE
TO: <i>Wick</i> <i>RBU</i>		
ROOM NO.	BUILDING	<i>3-27</i>
<i>THANKS</i>		
REMARKS: <i>Pertinent portion of Col White's statement you heard but might like to read. Pls return</i>		
FROM: <i>JWC</i>		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241  
1 FEB 55

REPLACES FORM 36-8  
WHICH MAY BE USED.

(47)

**SECRET**

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TOO DISTANT FUTURE I BECOME MORE AND MORE INTERESTED EACH YEAR.

I THOUGHT I MIGHT SAY A WORD THIS MORNING ON BEHALF OF THE DIRECTOR ABOUT THE AGENCY'S RETIREMENT POLICY. WITHOUT BEING TOO SPECIFIC ABOUT THE VARIOUS KINDS OF PEOPLE - AND WE HAVE ABOUT  DIFFERENT KINDS OF JOBS IN THIS AGENCY - AS TO WHETHER ONE SHOULD RETIRE AT THIS AGE OR THAT AGE, THE DIRECTOR'S PHILOSOPHY ABOUT THIS IS A RATHER SIMPLE ONE. WE ARE, AS YOU KNOW, TWENTY YEARS OLD THIS PAST FALL. WE'VE HAD MANY UPS AND DOWNS IN THE AGENCY, GOOD PUBLICITY AND BAD, IF ANY PUBLICITY CAN REALLY BE GOOD. I THINK IT'S FAR TO SAY IN ALL HUMILITY, THAT THE AGENCY TODAY IS WHAT YOU MADE IT - YOU AND YOUR COLLEAGUES - AND IT IS REALLY AT ITS PEAK, I THINK, NOT WITHSTANDING SOME VERY RECENT INCIDENTS OF THE PAST YEAR OR TWO WHICH HAVE GIVEN US SOME BAD PUBLICITY. BUT I THINK THERE IS NO QUESTION TODAY THAT CIA'S PRODUCT, TO WHICH YOU ALL MAKE YOUR CONTRIBUTION, IS THE MOST RESPECTED PRODUCT IN THE UNITED STATES GOVERNMENT. INTELLIGENCE HAS CERTAINLY ARRIVED, AND THE PRESIDENT AND HIS SENIOR ADVISORS ARE TODAY READING THE OUTPUT OF THIS AGENCY AND THEIR POLICY DECISIONS ARE BASED UPON IT. I SUPPOSE NO DIRECTOR IN OUR LONG LIST OF ILLUSTRIOUS DIRECTORS HAS HAD CERTAINLY NO CLOSER RELATIONSHIP WITH THE PRESIDENT AND HIS POLICY-MAKING ADVISORS THAN OUR DIRECTOR DOES TODAY, AND I THINK IT'S FAIR TO SAY THAT NO ONE'S ADVICE HAS BEEN TAKEN MORE SERIOUSLY IN THE POLICY DECISIONS WHICH THE GOVERNMENT HAS TO MAKE. NOW, THE DIRECTOR AND A VERY FEW SENIOR PEOPLE ARE THE ONLY ONES WHO COME FACE TO FACE WITH THOSE POLICYMAKERS AND DELIVER THE PRODUCT UPON WHICH THEY BASE THEIR POLICY. BUT IT TAKES EVERYONE IN THIS AGENCY, REGARDLESS OF WHAT HIS JOB IS, TO MAKE HIS CONTRIBUTION TO MAKE THIS PRODUCT WHAT

25X9

**SECRET**

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IT IS. SO WE HAVE A RIGHT TODAY TO BE VERY PROUD OF WHERE WE STAND AND WHAT WE'VE DONE AFTER TWENTY YEARS. THE DIRECTOR'S PHILOSOPHY, AS I'VE SAID, IS A VERY SIMPLE ONE. THE CENTRAL INTELLIGENCE AGENCY, BECAUSE OF THE MYSTERY WHICH SURROUNDS IT, BECAUSE OF THE NECESSITY TO DO THINGS IN SECRET, THE ANONYMITY WHICH MUST SURROUND ITS PEOPLE, AND SO FORTH, WILL ALWAYS BE A TARGET FOR PEOPLE WHO ARE LOOKING FOR A SCAPEGOAT OR FOR PEOPLE WHO WANT TO POKE FUN IN ONE WAY OR ANOTHER. SO, THE DIRECTOR'S PHILOSOPHY IS SIMPLY THAT IF THIS AGENCY IS TO SURVIVE IT MUST BE THE BEST. IT MUST BE AT LEAST AS GOOD AS IT IS TODAY, AND HOPEFULLY, IT MAY BE BETTER. IF WE ARE TO BE THE BEST, WE MUST HAVE THE BEST PEOPLE. AND IF WE ARE TO HAVE THE BEST PEOPLE WE MUST CONTINUE TO BRING IN THE BEST BRIGHT YOUNG PEOPLE AT JUNIOR LEVELS AND TENDER AGES AND OFFER THEM TRAINING, CHALLENGES AND OPPORTUNITY SO THAT AS THEY MOVE ALONG THEY WILL BE IN A POSITION TO TAKE OVER AND CARRY ON IN THE FINE STYLE WHICH OUR SUPERIORS HAVE COME TO EXPECT AS ROUTINE OF THIS AGENCY. AND IF THAT IS TO HAPPEN, THEN WE MUST CONTINUE TO MOVE PEOPLE ALONG AT THE TOP IN ORDER TO MAKE ROOM FOR THESE YOUNGER PEOPLE AS THEY PROGRESS THROUGH THE YEARS. SO AFTER A GREAT DEAL OF PRAYERFUL THOUGHT, WE HAVE ADOPTED, AND WILL CONTINUE TO PURSUE, A POLICY WHICH WE HAVE THAT IN THIS AGENCY IT IS NECESSARY FOR US TO RETIRE A LITTLE EARLIER THAN IN THE OLD-LINE GOVERNMENT AGENCIES. AND IN THAT REGARD WE ARE NOT VERY DIFFERENT FROM THE OTHER AGENCIES IN THE INTERNATIONAL ARENA, AND WE ARE NOT VERY DIFFERENT FROM INDUSTRY. BUT THE PROBLEMS WHICH WE WILL ALL FACE WHEN WE ARE APPROACHING RETIREMENT ARE THE SAME, I THINK, FOR MOST PEOPLE. I CERTAINLY AM NOT AN EXPERT

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